



EMPLOYMENT TRIBUNALS

Claimant: Mr H Umradia
Respondent: Department of Transport
Heard at: Watford Employment Tribunal (in person)
On: 16 to 19 May 2022
Before: Employment Judge Quill; Mr M Bhatti MBE; Mr T Maclean

Appearances

For the Claimant: Mr P Tomison, counsel
For the respondent: Mr S Crawford, counsel

JUDGMENT

1. The complaint of unfair dismissal is well-founded. The Claimant was unfairly dismissed.
 - 1.1. There is no Polkey deduction.
 - 1.2. There is a 33% deduction for contributory fault, to be applied to both basic and compensatory award.
2. The complaint of race discrimination fails and is dismissed.
3. The complaint of victimisation (based on the protected acts of another person) fails and is dismissed.
4. There will be a remedy hearing on 3 and 4 October 2022.

Employment Judge Quill

Date: 20 May 2022

JUDGMENT SENT TO THE PARTIES ON

4/6/2022

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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